

GIS Human Resources in State Government

Issues and Suggestions from
the State GIS User Group

April 2014

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Number of GIS Positions in State Service – 2012 from transparentcalifornia.com

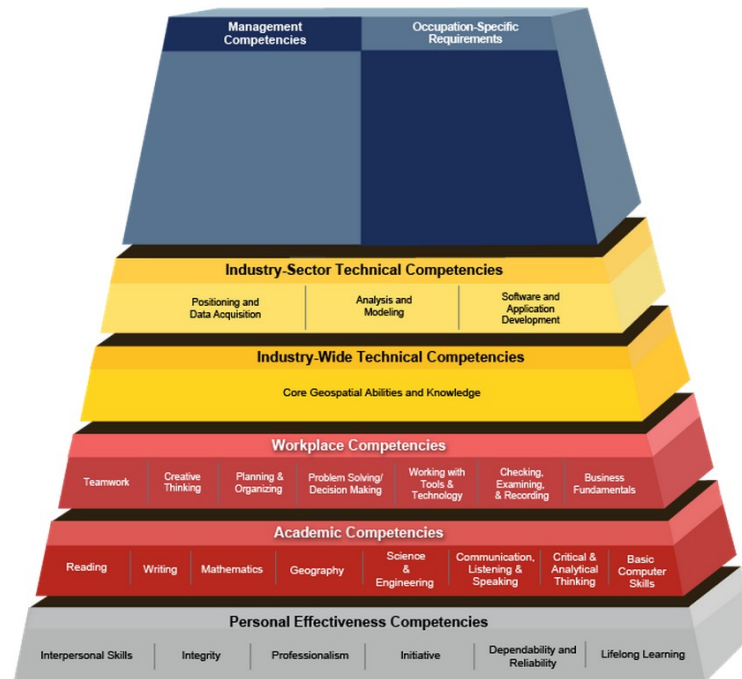
Research Analyst I (GIS)	29
Research Analyst II (GIS)	58
Research Program Specialist I (GIS)	24
Research Program Specialist II (GIS)	26
Research Program Specialist III (GIS)	4
Research Manager I (GIS)	1
Research Manager II (GIS)	4

Other Classifications Being Used for

- Programmer Analyst **GIS Work***
- Environmental Scientist
- Systems Software Specialist
- Engineering Geologist
- Transportation Surveyor
- Engineer
- Data Processing Manager
- Air Pollution Specialist

July 2010: US Department of Labor released the Geospatial Technology Competency Model

Geospatial Technology Competency Model



<https://www.careeronestop.org/competencymodel/competency-models/geospatial-t>

Los Angeles County eGIS

2012 –Releases new GIS classifications that align with the GTCM

Geographic Information Svstems **Technician I**

Geographic Information Svstems **Technician II**

Supervising Geographic Information Svstems **Technician**

Geographic Information Svstems **Analvst**

Senior Geographic Information Svstems **Analvst**

Princibal Geographic Information Svstems **Analvst**

Geographic Information Svstems **Specialist**

Geographic Information Svstems **Manager I**

Geographic Information Svstems **Manager II**

<http://egis3.lacounty.gov/eGIS/wp-content/uploads/2012/08/LA-County-Geograph>

Los Angeles County eGIS

April 22, 2014:

Los Angeles County creates 140* GIS positions

“...5 years of effort have finally come to this – that the County recognizes that the work of these 140 staff is focused on geographic technologies, not on the disparate positions that they were hired on. ”

-Mark Greninger, L.A. County GIS Manager

Compare to **146 Total GIS positions in all of State Service!*

Comparison of GIS Classifications and Monthly Salaries: Los Angeles County and State of California

LA County Classification	LA County- minimum	LA County- maximum	CalHR Classification	CalHR- minimum	CalHR- maximum	Difference- minimum	Difference- maximum	CalHR Min Adjusted for cost of living in L.A.*	Difference-CalHR Min Adjusted for cost of living in L.
Geographic Information Systems Technician I	\$ 4,576.73	\$ 6,002.82							
Geographic Information Systems Technician II	\$ 4,832.00	\$ 6,002.82							
Supervising Geographic Information Systems Technician	\$ 5,492.64	\$ 6,823.36							
Geographic Information Systems Analyst	\$ 5,492.64	\$ 6,823.36	Research Analyst I (GIS)	\$ 3,106.00	\$ 4,810.00	\$ (2,386.64)	\$ (2,013.36)	\$ 3,511.00	\$ (1,981.64)
Senior Geographic Information Systems Analyst	\$ 6,275.27	\$ 7,795.82	Research Analyst II (GIS)	\$ 4,619.00	\$ 5,784.00	\$ (1,656.27)	\$ (2,011.82)	\$ 5,221.00	\$ (1,054.27)
Principal Geographic Information Systems Analyst	\$ 7,045.55	\$ 9,060.82							
Geographic Information Systems Specialist	\$ 7,951.27	\$ 9,241.00	Research Program Specialist I,II,III (GIS)	\$ 4,833.00	\$ 7,300.00	\$ (3,118.27)	\$ (1,941.00)	\$ 5,463.00	\$ (2,488.27)
Geographic Information Systems Manager I	n/a	\$ 9,890.30	Research Manager I (GIS)	\$ 5,079.00	\$ 6,311.00		\$ (3,579.30)	\$ 5,741.00	\$ (4,811.30)
Geographic Information Systems Manager II	n/a	\$ 10,631.85	Research Manager II (GIS)	\$ 5,576.00	\$ 6,929.00		\$ (3,702.85)		\$ (5,055.85)
			Research Manager III (GIS) (not in use)	\$ 6,779.00	\$ 7,698.00				

*<http://www.payscale.com/cost-of-living-calculator>

Suggestions: For the Short Term

- Work with CalHR to flex the rules that restrict the numbers of Research Program Specialists that can be hired.
- Encourage GIS personnel to pursue professional certification from GISCI or ASPRS; reimburse the application fee and offer a pay differential for certified GIS professionals. This could be applied to any classification that is currently used for GIS.

Suggestions: For the Longer Term

Create a new series of classifications for GIS Professionals based on the US Dept of Labor GTCM.

L.A. County is a possible model;

URISA (GIS Professional Association) has published Model Job Descriptions

Develop a supplemental exam for GIS skills that can be used for positions with non-GIS classifications.

Next steps?

Documents are posted:
<https://cagis.water.ca.gov/>